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QUESTION 1

In Company XYZ, the salary basis has been created with the basis as Annual Salary and Pay Annualization factor as 1. The grade rate attached to the salary basis has Grade Rate Basis as Hourly Salary with Grade Annualization Factor as 2080 (i.e. 40 hours x 52 weeks). An employee of the company is on a monthly payroll. If the salary entered for this employee is 288,000 USD, what will be stored in the element entry input value associated with the salary basis?

A. 288,000

B. 24,000 (i.e. 288,000/12 months)

C. 138.46 (i.e. 288,000/2080 hours)

D. 5538.46 (i.e. 288,000/52 weeks)

E. No value will be stored in the element entry input value associated with the salary basis.

Correct Answer: A

QUESTION 2

Identify the two tasks that can be performed in Compensation Workbench (CWB)

A. Set Budgets

B. Review and Submit

C. Change Supervisor

D. Change Cost Center

E. Change Job

Correct Answer: AB

Typically, there are five tasks performed in CWB :

*

 Set Budgets

*

 Review and Submit

*

 Allocate Compensation

*

 Manage Approvals

*

 Employee Statements

QUESTION 3

Which three types of compensations can you distribute using Compensation Workbench (CWB)? (Choose three.)

A. Salary Increases

B. Bonus

C. Expense Payments

D. Timecard entries

E. Stock Options

Correct Answer: ABE

QUESTION 4

An employee\\'s assignment status needs to be temporarily suspended pending disciplinary review. The employee\\'s payroll needs to be processed during the duration of his suspension. How can this be achieved?

A. Create assignment status as Suspended Pending Review with payroll status as Process and Human resource status as Suspended.

B. Create assignment status as Suspended Pending Review with payroll status as "Do not process" and Human resource status as Active.

C. Delete all element entries attached to the employee pending review.

D. Terminate the employee and reverse terminate the employee once the review is over.

E. Change the assignment category to Suspended.

Correct Answer: A

The Payroll Status must be set as Process for Payroll to Process. Setting the Human Resource Status as Suspended gives the visual indication of the employee\'s assignment status

QUESTION 5

For XYZ Company, the Costing Allocation Flexfield structure has three segments: Company, Cost Center, and Account. One of the employees was initially costed to the 3500 cost center and his accounting entries for a non-recurring earning

element were as follows:

Debit: 100. 3500.6000, Credit: 105. 1000.7000

The cost center was changed to 5000 and the RetroCosting Process was run. What will be the costing entries created by the retro costing process?

A. Debit: 100.5000.6000, Credit: 100.3500.6000

B. Debit: 100.5000.6000, Credit: 105.1000.7000

C. Debit: 100.3500.6000, Credit: 100.5000.6000

D. Debit: 100.3500.6000, Credit: 105.1000.7000

E. No entries will be created because the costing process has already been run for the assignment.

Correct Answer: A

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